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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5965
Revision No.: 4
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Iowa

Area: Iowa Counties of Boone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.82
01012 - Accounting Clerk II		20.00
01013 - Accounting Clerk III		22.37
01020 - Administrative Assistant		28.33
01035 - Court Reporter		20.48
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		16.51
01043 - Customer Service Representative III		18.53
01051 - Data Entry Operator I		17.47
01052 - Data Entry Operator II		19.07
01060 - Dispatcher, Motor Vehicle		27.17
01070 - Document Preparation Clerk		16.32

01090 - Duplicating Machine Operator	16.32
01111 - General Clerk I	16.38
01112 - General Clerk II	17.87
01113 - General Clerk III	20.06
01120 - Housing Referral Assistant	22.83
01141 - Messenger Courier	13.29
01191 - Order Clerk I	15.21
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	17.55
01262 - Personnel Assistant (Employment) II	19.63
01263 - Personnel Assistant (Employment) III	21.88
01270 - Production Control Clerk	29.19
01290 - Rental Clerk	15.57
01300 - Scheduler, Maintenance	18.31
01311 - Secretary I	18.31
01312 - Secretary II	20.48
01313 - Secretary III	22.83
01320 - Service Order Dispatcher	24.29
01410 - Supply Technician	28.33
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.45
01531 - Travel Clerk I	16.50
01532 - Travel Clerk II	18.31
01533 - Travel Clerk III	20.48
01611 - Word Processor I	16.32
01612 - Word Processor II	18.31
01613 - Word Processor III	20.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.48
05010 - Automotive Electrician	22.47
05040 - Automotive Glass Installer	21.65
05070 - Automotive Worker	21.65
05110 - Mobile Equipment Servicer	19.51
05130 - Motor Equipment Metal Mechanic	23.78
05160 - Motor Equipment Metal Worker	21.65
05190 - Motor Vehicle Mechanic	23.58
05220 - Motor Vehicle Mechanic Helper	18.09
05250 - Motor Vehicle Upholstery Worker	20.77
05280 - Motor Vehicle Wrecker	21.65
05310 - Painter, Automotive	22.43
05340 - Radiator Repair Specialist	21.65
05370 - Tire Repairer	19.07
05400 - Transmission Repair Specialist	23.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.15
07041 - Cook I	16.14
07042 - Cook II	18.33
07070 - Dishwasher	11.91

07130 - Food Service Worker	14.67
07210 - Meat Cutter	16.96
07260 - Waiter/Waitress	11.63
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.39
09040 - Furniture Handler	16.25
09080 - Furniture Refinisher	23.39
09090 - Furniture Refinisher Helper	18.68
09110 - Furniture Repairer, Minor	21.07
09130 - Upholsterer	23.39
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.75
11060 - Elevator Operator	16.45
11090 - Gardener	21.90
11122 - Housekeeping Aide	16.50
11150 - Janitor	16.50
11210 - Laborer, Grounds Maintenance	17.49
11240 - Maid or Houseman	14.35
11260 - Pruner	15.99
11270 - Tractor Operator	20.39
11330 - Trail Maintenance Worker	17.49
11360 - Window Cleaner	18.09
12000 - Health Occupations	
12010 - Ambulance Driver	21.15
12011 - Breath Alcohol Technician	24.50
12012 - Certified Occupational Therapist Assistant	33.62
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	22.85
12025 - Dental Hygienist	38.86
12030 - EKG Technician	37.14
12035 - Electroneurodiagnostic Technologist	37.14
12040 - Emergency Medical Technician	21.15
12071 - Licensed Practical Nurse I	21.90
12072 - Licensed Practical Nurse II	24.50
12073 - Licensed Practical Nurse III	27.32
12100 - Medical Assistant	20.49
12130 - Medical Laboratory Technician	25.28
12160 - Medical Record Clerk	21.04
12190 - Medical Record Technician	23.79
12195 - Medical Transcriptionist	21.90
12210 - Nuclear Medicine Technologist	53.85
12221 - Nursing Assistant I	13.65
12222 - Nursing Assistant II	15.36
12223 - Nursing Assistant III	16.76
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	18.95
12236 - Optical Technician	21.90

12250 - Pharmacy Technician		19.25
12280 - Phlebotomist		17.72
12305 - Radiologic Technologist		30.94
12311 - Registered Nurse I		28.67
12312 - Registered Nurse II		35.06
12313 - Registered Nurse II, Specialist		35.06
12314 - Registered Nurse III		42.42
12315 - Registered Nurse III, Anesthetist		42.42
12316 - Registered Nurse IV		50.86
12317 - Scheduler (Drug and Alcohol Testing)		30.36
12320 - Substance Abuse Treatment Counselor		25.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.33
13012 - Exhibits Specialist II		23.95
13013 - Exhibits Specialist III		29.29
13041 - Illustrator I		19.33
13042 - Illustrator II		23.95
13043 - Illustrator III		29.29
13047 - Librarian		26.51
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		23.95
13058 - Library Technician		16.81
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.73
13063 - Media Specialist III		19.86
13071 - Photographer I		16.92
13072 - Photographer II		19.33
13073 - Photographer III		23.94
13074 - Photographer IV		29.41
13075 - Photographer V		35.43
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.76
14042 - Computer Operator II		20.97
14043 - Computer Operator III		23.38
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		28.78
14071 - Computer Programmer I	(see 1)	22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.76
14160 - Personal Computer Support Technician		27.02

14170 - System Support Specialist	30.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.34
15020 - Aircrew Training Devices Instructor (Rated)	37.91
15030 - Air Crew Training Devices Instructor (Pilot)	45.44
15050 - Computer Based Training Specialist / Instructor	31.34
15060 - Educational Technologist	34.09
15070 - Flight Instructor (Pilot)	45.44
15080 - Graphic Artist	24.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.44
15086 - Maintenance Test Pilot, Rotary Wing	45.44
15088 - Non-Maintenance Test/Co-Pilot	45.44
15090 - Technical Instructor	25.45
15095 - Technical Instructor/Course Developer	31.12
15110 - Test Proctor	20.54
15120 - Tutor	20.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.52
16070 - Finisher, Flatwork, Machine	14.44
16090 - Presser, Hand	14.44
16110 - Presser, Machine, Drycleaning	14.44
16130 - Presser, Machine, Shirts	14.44
16160 - Presser, Machine, Wearing Apparel, Laundry	14.44
16190 - Sewing Machine Operator	17.22
16220 - Tailor	17.91
16250 - Washer, Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.65
19040 - Tool And Die Maker	31.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.01
21030 - Material Coordinator	29.19
21040 - Material Expediter	29.19
21050 - Material Handling Laborer	19.19
21071 - Order Filler	19.30
21080 - Production Line Worker (Food Processing)	22.01
21110 - Shipping Packer	21.59
21130 - Shipping/Receiving Clerk	21.59
21140 - Store Worker I	15.46
21150 - Stock Clerk	20.57
21210 - Tools And Parts Attendant	22.01

21410 - Warehouse Specialist	22.01

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.64
23019 - Aircraft Logs and Records Technician	26.01
23021 - Aircraft Mechanic I	31.05
23022 - Aircraft Mechanic II	32.64
23023 - Aircraft Mechanic III	34.06
23040 - Aircraft Mechanic Helper	22.51
23050 - Aircraft, Painter	29.54
23060 - Aircraft Servicer	26.01
23070 - Aircraft Survival Flight Equipment Technician	29.54
23080 - Aircraft Worker	27.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.05
23110 - Appliance Mechanic	27.97
23120 - Bicycle Repairer	24.27
23125 - Cable Splicer	47.93
23130 - Carpenter, Maintenance	23.56
23140 - Carpet Layer	27.77
23160 - Electrician, Maintenance	30.01
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	29.61
23183 - Electronics Technician Maintenance III	31.38
23260 - Fabric Worker	26.01
23290 - Fire Alarm System Mechanic	31.05
23310 - Fire Extinguisher Repairer	24.27
23311 - Fuel Distribution System Mechanic	38.61
23312 - Fuel Distribution System Operator	30.57
23370 - General Maintenance Worker	24.87
23380 - Ground Support Equipment Mechanic	31.05
23381 - Ground Support Equipment Servicer	26.01
23382 - Ground Support Equipment Worker	27.77
23391 - Gunsmith I	24.27
23392 - Gunsmith II	27.77
23393 - Gunsmith III	31.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.00
23430 - Heavy Equipment Mechanic	25.82
23440 - Heavy Equipment Operator	26.80
23460 - Instrument Mechanic	31.05
23465 - Laboratory/Shelter Mechanic	29.54
23470 - Laborer	19.19
23510 - Locksmith	29.54
23530 - Machinery Maintenance Mechanic	30.05

23550 - Machinist, Maintenance	25.36
23580 - Maintenance Trades Helper	17.50
23591 - Metrology Technician I	31.05
23592 - Metrology Technician II	32.64
23593 - Metrology Technician III	34.06
23640 - Millwright	31.05
23710 - Office Appliance Repairer	29.54
23760 - Painter, Maintenance	24.09
23790 - Pipefitter, Maintenance	28.81
23810 - Plumber, Maintenance	27.40
23820 - Pneudraulic Systems Mechanic	31.05
23850 - Rigger	31.05
23870 - Scale Mechanic	27.77
23890 - Sheet-Metal Worker, Maintenance	26.13
23910 - Small Engine Mechanic	21.93
23931 - Telecommunications Mechanic I	30.04
23932 - Telecommunications Mechanic II	31.77
23950 - Telephone Lineman	30.71
23960 - Welder, Combination, Maintenance	23.71
23965 - Well Driller	31.05
23970 - Woodcraft Worker	31.05
23980 - Woodworker	24.27
24000 - Personal Needs Occupations	
24550 - Case Manager	18.17
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	17.94
24620 - Family Readiness And Support Services Coordinator	18.17
24630 - Homemaker	18.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.80
25040 - Sewage Plant Operator	27.26
25070 - Stationary Engineer	29.80
25190 - Ventilation Equipment Tender	21.93
25210 - Water Treatment Plant Operator	27.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.67
27007 - Baggage Inspector	18.03
27008 - Corrections Officer	30.62
27010 - Court Security Officer	25.36
27030 - Detection Dog Handler	20.17
27040 - Detention Officer	30.62
27070 - Firefighter	26.22
27101 - Guard I	18.03
27102 - Guard II	20.17
27131 - Police Officer I	29.19

27132 - Police Officer II			32.44
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.36
28042 - Carnival Equipment Repairer			16.47
28043 - Carnival Worker			12.05
28210 - Gate Attendant/Gate Tender			19.50
28310 - Lifeguard			12.52
28350 - Park Attendant (Aide)			21.81
28510 - Recreation Aide/Health Facility Attendant			15.92
28515 - Recreation Specialist			27.04
28630 - Sports Official			17.37
28690 - Swimming Pool Operator			18.70
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			27.77
29020 - Hatch Tender			27.77
29030 - Line Handler			27.77
29041 - Stevedore I			26.01
29042 - Stevedore II			29.54
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)		(see 2)	46.45
30011 - Air Traffic Control Specialist, Station (HFO)		(see 2)	32.03
30012 - Air Traffic Control Specialist, Terminal (HFO)		(see 2)	35.27
30021 - Archeological Technician I			19.35
30022 - Archeological Technician II			21.65
30023 - Archeological Technician III			26.81
30030 - Cartographic Technician			26.81
30040 - Civil Engineering Technician			32.37
30051 - Cryogenic Technician I			29.70
30052 - Cryogenic Technician II			32.80
30061 - Drafter/CAD Operator I			19.35
30062 - Drafter/CAD Operator II			21.65
30063 - Drafter/CAD Operator III			24.13
30064 - Drafter/CAD Operator IV			29.70
30081 - Engineering Technician I			17.34
30082 - Engineering Technician II			19.46
30083 - Engineering Technician III			21.77
30084 - Engineering Technician IV			26.96
30085 - Engineering Technician V			32.98
30086 - Engineering Technician VI			39.91
30090 - Environmental Technician			26.81
30095 - Evidence Control Specialist			26.81
30210 - Laboratory Technician			23.32
30221 - Latent Fingerprint Technician I			29.70
30222 - Latent Fingerprint Technician II			32.80

30240 - Mathematical Technician			26.81
30361 - Paralegal/Legal Assistant I			22.44
30362 - Paralegal/Legal Assistant II			27.80
30363 - Paralegal/Legal Assistant III			34.01
30364 - Paralegal/Legal Assistant IV			41.15
30375 - Petroleum Supply Specialist			32.80
30390 - Photo-Optics Technician			27.59
30395 - Radiation Control Technician			32.80
30461 - Technical Writer I			26.81
30462 - Technical Writer II			32.80
30463 - Technical Writer III			39.69
30491 - Unexploded Ordnance (UXO) Technician I			29.52
30492 - Unexploded Ordnance (UXO) Technician II			35.72
30493 - Unexploded Ordnance (UXO) Technician III			42.81
30494 - Unexploded (UXO) Safety Escort			29.52
30495 - Unexploded (UXO) Sweep Personnel			29.52
30501 - Weather Forecaster I			29.70
30502 - Weather Forecaster II			36.12
30620 - Weather Observer, Combined Upper Air Or Surface Programs		(see 2)	24.13
30621 - Weather Observer, Senior		(see 2)	27.31
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot			35.72
31020 - Bus Aide			13.83
31030 - Bus Driver			18.27
31043 - Driver Courier			17.87
31260 - Parking and Lot Attendant			14.73
31290 - Shuttle Bus Driver			17.39
31310 - Taxi Driver			13.89
31361 - Truckdriver, Light			19.27
31362 - Truckdriver, Medium			20.65
31363 - Truckdriver, Heavy			25.74
31364 - Truckdriver, Tractor-Trailer			25.74
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			17.41
99030 - Cashier			14.02
99050 - Desk Clerk			13.45
99095 - Embalmer			29.52
99130 - Flight Follower			29.52
99251 - Laboratory Animal Caretaker I			16.63
99252 - Laboratory Animal Caretaker II			17.93
99260 - Marketing Analyst			29.55
99310 - Mortician			29.52
99410 - Pest Controller			23.77
99510 - Photofinishing Worker			15.51
99710 - Recycling Laborer			23.67
99711 - Recycling Specialist			27.60
99730 - Refuse Collector			21.66

99810 - Sales Clerk	14.58
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	22.23
99841 - Vending Machine Repairer	27.42
99842 - Vending Machine Repairer Helper	22.23

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt

employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not

apply to any exempt computer employee regardless of which of these two exemptions is

utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""